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\$35,174.00	\$16.91	\$42,912.00 \$20.63	\$51,916.19	\$24.96
		Administrative Assistant		
		Accounting Specialist I		
		Accounting Specialist II		
		Custodian		
		Equipment Operator		
		Facility Maintenance Technician		
		Field Technician I		
		Fleet Technician I		
		Irrigation Technician		
		Library Specialist		
		Maintenance Worker I - Streets		
		Maintenance Worker II - Streets		
		Parks Maintenance Worker I		
		Parks Maintenance Worker II		
		Permit Technician		
		Records Clerk		
		Recreation Services Specialist		
		Transit Driver		
		104		
\$39,746.00	\$19.11	\$48,490.00 \$23.31	\$58,665.30	\$28.20
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		Business Specialist		
		Code Compliance Officer		
		Fire Admin Services Specialist		
		Fleet Technician II		
		HR Specialist		
		Park Ranger		
		Payroll Specialist		
		·		
		Property Evidence Technician		
		Public Services Specialist		
		105		
\$44,913.00	\$21.59	\$54,794.00 \$26.34	\$66,291.78	\$31.87
		Assistant Planner		
		Communications Dispatcher		
		·		
		Community Support Specialist		
	F	Community Support Specialist Facility Maintenance Coordinator		
		Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead	nih () ti =	
		Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist	ribution	
		Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead	ribution	
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		Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic	ribution	
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	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman peration Crew Lead - Streets	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman eration Crew Lead - Streets Parks Crew Lead	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman veration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman veration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman veration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman beration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate	ribution	
	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106		
\$50,752.00	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman beration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate	\$74,909.72	\$36.01
\$50,752.00	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106		\$36.01
\$50,752.00	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I		\$36.01
\$50,752.00	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control		\$36.01
\$50,752.00	Field Oper	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Pesign & Production Coordinator Executive Assistant GIS Technician		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist		\$36.01
\$50,752.00	Field Oper Op	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst		\$36.01
\$50,752.00	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist		\$36.01
\$50,752.00	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager		\$36.01
\$50,752.00	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator		\$36.01
\$50,752.00	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian		\$36.01
\$50,752.00	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist		\$36.01
	\$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Dice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist 107	\$74,909.72	
Mir	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman Peration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Escene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist 107 Mid	\$74,909.72	
	\$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman Peration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$100 \$100 \$100 \$100 \$100 \$100 \$100 \$	\$74,909.72	
Mir	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman Peration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Pesign & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist 107 Mid \$69,967.00 \$33.64 Administrative Coordinator	\$74,909.72	
Mir	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman Peration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$100 \$100 \$100 \$100 \$100 \$100 \$100 \$	\$74,909.72	
Mir	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman Peration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Records Administrator Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Pesign & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist 107 Mid \$69,967.00 \$33.64 Administrative Coordinator	\$74,909.72	
Mir	Field Oper Op \$24.40 Crime	Community Support Specialist Facility Maintenance Coordinator Field Technician Crew Lead ration Technician Lead - Water Dist Fleet Mechanic IT Desktop Support Technician Library Supervisor Maintenance Foreman reration Crew Lead - Streets Parks Crew Lead Park Ranger Supervisor Payroll Lead Police Records Supervisor Recreation Programmer Victim Advocate 106 \$61,918.00 \$29.77 Accountant I Animal Control Communications Coordinator Community Services Analyst Scene & Evidence Speicliast Design & Production Coordinator Executive Assistant GIS Technician Human Resources Analyst Management Analyst Operations Specialist Planning Project Manager Olice Property/Evidence Supervisor Recreation Coordinator Supervising Librarian Talent Acquisition Specialist 107 Mid \$69,967.00 \$33.64 Administrative Coordinator Business Analyst	\$74,909.72	

	107, Continued Engineering Inspector						
	Finance Analyst						
	Permit Center Supervisor						
Р	lans Examiner/Building Inspec	tor I					
Planner II							
Recreation Supervisor							
Risk and Policy Coordinator Senior HR Analyst							
	108						
\$64,805.00	\$79,062.00	(\$95,652.00				
	Business Systems Analyst						
•	oital Improvement Projects Ma	•					
Co	ommunications & Events Man CIP & Budget Analyst	ager					
Construct	ion Improvement Program (Cl	P) Manage	r				
	nergency Management Coordi						
	Facility Maintenance Manage	er					
	Fire Marshall						
	Fire Plans Examiner/Inspecto	or					
	Fleet Manager GIS Specialist						
	IT Systems Specialist						
	Library Manager						
	Parks Maintenance Manage						
PI	ans Examiner/Building Inspec	tor II					
Plans Review Specialist							
Public Safety IT Systems Administrator							
Public Safety Liaison Risk and Safety Manager							
	Senior Accountant						
	Senior IT Technician						
	Senior Planner						
	Special Projects Manager	\r					
	Stormwater and Flood Mange Street Maintenance Manage						
	109						
\$73,230.00	\$89,341.00	_	5108,087.00				
	Assistant to the City Manage	r					
	Budget Manager Chief Building Official						
	Communications Manager						
Depu	ity Director - Recreation and A	thletics					
[Digital Communications Manag	ger					
A 00 T 50 00	110		100 100 00				
\$82,750.00	\$100,955.00 Communications Administrate		3122,138.32				
	Financial Services Manager						
	Fire Battalion Chief						
	Human Resources Manage	-					
	Planning and Zoning Manage	er					
Police Lieutenant							
\$93,507.00	111 \$114,079.00	T ¢	3138,016.30				
ψ95,307.00	Assistant Fire Chief	4	7130,010.30				
	City Engineer						
	Deputy Director, Public Service	es					
	Director, Intergovernmental Aff	airs					
	Police Commander 112						
\$105,663.00	\$128,909.00	1 \$	5155,958.41				
+ 100,000.00	Chief Information Officer (CIC						
	City Clouds						
	City Clerk						
**	113		2470 000 04				
\$119,399.00	113 \$145,667.00	-	5176,233.01				
	\$145,667.00 ief Economic Development O	-	3176,233.01				
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Ch	\$145,667.00 lief Economic Development Of Deputy City Manager Director, Parks & Recreation Director, Development Service Stor, Office of Business Mgmt. Interpretation of the Chief Police Chief Director, Public Services	fficer es & CFO mmunicatio					